

Monitoring the Road to Freedom

THE REV. DR. CARL MAU, JR. has been in Namibia since September 3, and his wife, Thilda, joined him in October. They will return to the Pacific Northwest on November 17. The following are excerpts from Carl's latest letter:

"The Churches have invited us to be of assistance to them during the transition in the life of this country from being a colony of South Africa to becoming an independent nation. One of the many challenges has been to help in the receiving, repatriation, and rehabilitation of 41,000 refugees. These are people (many of them teenagers when they left) who have returned, now that independence seems assured. The churches have taken up the tasks of providing food and shelter for the refugees while they search for their homes (if they still exist), and help them make new beginnings. International church agencies such as Lutheran World Federation also provide support. The reception centers are now all closed. Almost all returnees have been resettled.

"The elections are for 72 seats in a Constituent Assembly, which is to provide a constitution and government for the new nation. A special representative of the General Secretary of the United Nations is here with about 4,500 UN troops and police. An additional team of 1,700 election monitors is being trained, its members coming from about 30 different countries. They are to monitor the process to assure that the elections are free and fair.

"Namibia is a large country (the size of the states of Washington, Oregon, and California combined) with about 1.2 million people (698,000 registered to vote), now preparing themselves for their

first election ever. About 60% of them are illiterate, which makes careful monitoring of the elections necessary to make sure they vote the way they want to to.

"There are 10 registered parties. SWAPO (Southwest Africa People's Organization) is the most popular among the 85% who are black. The other big party for which most whites will most likely vote is the DTA (Democratic Turnhalle Alliance), which many believe follows the South African policy line. Some of the parties are trying to intimidate others, using death threats and some actual assassinations.

"The entire process until independence is in the hands of the South African administration (monitored by the UN), which makes things difficult. It has its bias, and the great fear of the South African government is that SWAPO will have an overwhelming majority.

"Namibia is a beautiful country, much like the states of Nevada, Arizona, and New Mexico. The people are noted for their friendliness. The church is very important, with over 80% of the population actively involved, and 50% of them are Lutheran. It is apparent that the churches are the single most influential force in the country. Impressive is the church attendance of many young people--it is a church of the people.

"The struggle will continue right up to independence, which is expected around April 1, 1990. We have been asked to return again next spring, and remain open to that possibility.

"Much more could be told, yet we wanted to share some of these impressions with many of you, knowing of your care and concern for us and for the people of Namibia.

Sincerely,

Carl and Thilda Mau"



RECENT DISASTER UPDATES

In the wake of Hurricane Hugo, the grinding work of rebuilding lives, buildings and facilities continues in the Virgin Islands. Lutheran Social Services is the main vehicle for relief and response, writes Leon A. Phillips, our Disaster Response Coordinator. Our sisters and brothers in the Caribbean and South Carolina Synods were hard hit by the storm, but are contributing mightily to the relief efforts. "Money is the overwhelming need," he writes. "The elderly and the poor, in particular, will face massive challenges and needs."

The earthquake in the San Francisco area "...has touched the lives of many in a tragic way," writes Jerry Schmalenberger, President of Pacific Lutheran Theological Seminary in Berkeley. "We at PLTS have been deeply moved by the outpouring of love and concern from people all across the country who have called to make sure that all of us made it through safely. I am truly grateful to report that while the shock was definitely felt here, nobody from the Seminary was injured, and the buildings and grounds suffered very minimal damage."

Gifts to help both Hugo and the earthquake relief may be sent to ELCA Disaster Fund, Division for Social Ministry Organizations, 8765 W. Higgins Road, Chicago, IL 60631. Designate on your check "Hugo" or "Earthquake".

If you desire more information on relief efforts, call the synod office for a copy of more recent and detailed information.

BOMBING OF LUTHERAN CHURCH IN EL SALVADOR

On October 19, a potent bomb was placed in the main entrance of the future Lutheran Church School. The property adjoins the Lutheran Church offices, and was damaged in the December bombing of those offices. Bishop Knutson has sent a letter expressing his deep concern about this second bombing attack in a year to Secretary of State James Baker, and to the U.S. Ambassador in El Salvador.

You may call the synod office for a copy of recent information on events in El Salvador.

LUTHERAN SEMINARIAN CAPTURED IN EL SALVADOR

On October 31, PLTS seminarian intern Heidi Michelsen was captured by soldiers in San Miguel, El Salvador. She has been working in El Salvador under the supervision of Bishop Medardo Gomez of the Lutheran Church of El Salvador. Fortunately, Heidi was released from detention and turned over to the custody of US Embassy personnel in San Salvador. She was not physically harmed during her 27-hour ordeal.

The good news of Heidi's release is overshadowed by the further detention on November 1 of three other North Americans who were arrested while visiting repopulated refugee communities. They are Jose Escobar of Maryland, Ron Morgan of Pennsylvania, and Bob Perillo of Connecticut. Special concern exists for the welfare of Jose Escobar, who heads the US-based Interfaith Office on Accompaniment in Washington, DC. Jose is a Salvadoran citizen who resides permanently in the US and is married to a US citizen. The US Embassy in San Salvador, according to the latest reports, will not intervene in his case, as they wish to narrow their involvement to US citizens only.

Also, on October 31, powerful bombs exploded in the offices of FENASTRAS, a Salvadoran labor union, killing at least 8 people. Also, a bomb exploded that same morning in the offices of the Mothers' Committee for the Disappeared (COMADRES).

You are requested to repudiate this escalation in violence, and the continued attacks on churches, labor unions and human rights organizations. Please write or send telegrams to your senators and representatives in the US Congress, and to the following:

The Honorable William Walker, Ambassador
Embassy of the United States
San Salvador, El Salvador
TELEFAX #011-503-26-5839

The Honorable James A. Baker III
Secretary of State
U S Department of State
2201 C Street NW
Washington, DC 20520
FAX #202-647-6434

NEBRASKA BISHOP ELECTED PRESIDENT OF
TRINITY LUTHERAN SEMINARY

Bishop Dennis Anderson of the Nebraska Synod has been elected President of Trinity Lutheran Seminary, Columbus, Ohio. He will begin his term on February 1, 1990.

NEW WELCA DIRECTOR NAMED

Dr. Charlotte E. Fiechter, Toms River, NJ, was named Executive Director of the Women of the Evangelical Lutheran Church in America, to a four-year term beginning January 1, 1990. Fiechter will leave St. Thomas Christian Academy in Bric, NJ after six years as principal.

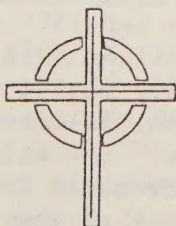
Betty Lee Nyhus resigned as Executive Director of WELCA in October, 1988. Doris E. Strieter became interim executive director. In January, Strieter will return to her position as director for service and development.

RECENT DEATHS

WALTER M. WICK, former LCA Bishop of the Indiana/Kentucky Synod, 78, died on November 7. His widow, Irene, may be contacted at 6921 Munsee Lane, Indianapolis, IN 46260.

NORMAN A. MENTER, Lutheran church leader and educator, died October 25 in Columbus, Ohio, at the age of 90. He served 20 years as president of the Michigan District of the former ALC. For the past 20 years of his retirement, Menter has been part-time director of development, recruitment, and church relations at Trinity Lutheran Seminary in Ohio. Expressions of sympathy may be directed toward the Menter chair of pastoral theology at Trinity Lutheran Seminary, or toward the Menter Fund at Bethlehem Lutheran Church, Pemberville.

LOWELL J. SATRE, professor emeritus of New Testament at Luther Northwestern Theological Seminary, died November 4 at his home after a long battle with cancer at the age of 72. He had been a seminary faculty member for 38 years. Satre served two parishes on Vashon Island while teaching languages at PLU.



SPEAKER/WORKSHOP LEADER AVAILABLE

If you are seeking a speaker, a workshop leader, or a consultant in parish planning, DR. WILLIAM E. HULME can help you with a wide variety of presentations. Call the synod office for more information, or write to Dr. William E. Hulme, Pastoral Programs and Services, 1720 W. Eldridge, St. Paul, MN 55113; (612) 631-2173 or (612) 641-3207.

LUTHERANS CONCERNED

A new Seattle Chapter of Lutherans Concerned is forming. Organizational meetings are scheduled for Friday, Nov. 10 and Friday, Nov. 24 at 7 pm at Central Lutheran, 1710-11th Ave., Seattle, 322-7500.

Lutherans Concerned is a society of gay, lesbian and non-gay Christians, working to foster within our church a climate of understanding, justice, and reconciliation among all women and men, regardless of their affectional orientation. For more information on the Seattle chapter, contact one of the pastors at Central Lutheran, or Mr. John Rolfstad, 625-9502.

PEACE AND JUSTICE COMMITTEE TO MEET

The synod Peace and Justice Committee plans its next meeting for Tuesday, Dec. 5, at 10 am at Salem Lutheran in Mt. Vernon. The committee is eager to add to its membership, especially people of color and of varied ethnic background, as well as people representing a wide variety of points of view. Contact the committee convenor, Pastor Steve Olson, for more information, 336-5339.

PREPARATION FOR MARRIAGE WORKSHOPS

Lutheran Counseling Network announces workshops as an adjunct to parish ministry with couples approaching marriage. The workshops will be held every odd month on the third Saturday at \$60/couple. For more information, call Paul Anderson, 258-2955, or Mark Stockslager, 271-9711.

CLERGY TRIP TO THE HOLY LAND

A special 11-day tour for clergy and spouses is being offered under the direction of the Center for Pilgrims, Lutheran Church of the Redeemer-Jerusalem. With departures January 16 or February 14, 1990, from New York, inclusive cost is \$695 for clergy and \$795 for spouse, double occupancy. Special fares are available from other TWA cities. Brochures and registration forms are available in the synod office.

MORE ANNOUNCEMENTS

CHURCH SUPPLIES SCAM

A word of warning from one of our congregations which recently was a victim of a scam. A company called "Aero-Technical Engineering" in Harvey, IL, calls the church to find out the name of an individual on the church's staff (usually the custodian). Then they send a bill for supplies and indicate on the billing the name of the individual who "ordered" them.

The correct name of the custodian makes the billing appear legitimate, so often the treasurer will go ahead and pay the bill before checking it out. Then the company will send some worthless supplies to the church. The check is negotiated immediately, so there is little chance of recovering the money, even when the supplies are sent back.

If you are called by this company, contact the Consumer Protection Division of the State Attorney General's Office immediately. You'll need to act quickly, since the company targets an area for 4-6 weeks, and then changes the name of the company and moves on.

"YOUTH BRIDGE" TO EAST GERMANY--JUNE 1990

The ELCA churchwide office, in partnership with experienced leader, Herb Brokering, is planning this opportunity for young people (age 16 and up) to build bridges of peace and friendship. The "Youth Bridge" is scheduled for June 13-16, 1990. Participants will meet youth of the German Democratic Republic, see historical sites, and visit with people from all walks of life. All youth who journey will better understand peace and the global community, and will celebrate their faith. For more information or registration form, call the ELCA toll-free number, 1-800-638-3522.

REQUEST FOR INFO ON SPECIAL PROGRAMS

The synod office frequently receives phone calls requesting the names of congregations with special programs or ministry emphases, such as young adult singles ministry, single parent support groups, etc. We would like to compile a resource list of special programs offered by our congregations. If your congregation has any programs that you would like to have included on a resource list, please send the name and brief description of the program to the synod office. Thank you!



A hug is better than all the theology in the world.

SYNOD/REGIONAL FAMILY

We send our warm congratulations to Albert and Adelia Tietz on the occasion of their 50th wedding anniversary on October 12, and to Paul and Marge Riensche on their 50th November 12 . . . We offer our sympathy to Ted Hutchinson on the recent death of his brother, Richard, in New Jersey . . . We have always known our pastors have many talents, and we want to give a special THANK YOU to Sheryl Biegert for a beautiful job of re-upholstering four chairs for the waiting area of the synod office, and for framing the ELCA global mission map now hanging in the office. . . Bob Winkel was one of three PLTS graduates honored as the recipients of the PLTS Alumni/ae Association 1989 Awards for Distinguished Ministry as a Parish Pastor. Bob was recognized for his "well rounded" ministry in congregations, in the community, and in the larger church. Congratulations, Bob! . . . Vern Flesner is the new campus pastor at Evergreen State College in Olympia. He thanks everyone for their support during his controversy with the state correctional system. They have settled out of court . . . Ken Torvik, chaplain at the Special Offenders' Center in Monroe, died October 1. Ken had received commendations for his work from the State Department of Corrections, which sent an honor guard from Walla Walla to Ken's memorial service. Memorials may be sent to Mt. Zion Lutheran Church, Tacoma, marked for the "Ken Torvik Memorial Prison Ministry" . . . Jean Armstrong of Anacortes Lutheran was recently named by the National Red Cross as the West Coast Rep. for the Western Operations of the Red Cross . . . please welcome to our synod two retired pastors who have transferred: Richard Graef (Seattle) and Randolph Hahn (Everett) . . . Hildur Bretheim hopes to have the cast on her left arm removed, and is recovering well at home . . . Joyce Thelin began a new position as Coordinator of HOPE, the Homeless Outreach Partnership for the Eastside. She will train volunteers as advocates for the homeless, and is working out of the Eastside Red Cross office.

NOTHING TO DO ON NOVEMBER 19???

A concert to benefit the Hispanic ministries at Alzona Lutheran Church, a sanctuary parish in Phoenix, Arizona, will be held November 19 at 4 pm at First Lutheran Church of West Seattle, 4105 California Ave. SW., 935-6530. Tickets are \$5.00 at the door.

The newly formed North Seattle Ecumenical Choir will present its first concert on November 19 at 4 pm at Prince of Peace Lutheran, 14514-20th Ave. NE, Seattle, 363-8100. The concert benefits Northend Helpline, a new agency whose purpose is to assist families and individuals in crisis. Freewill offering.

The Northwest Wind Quintet, in residence at PLU, will perform at Phinney Ridge Lutheran on November 19 at 8 pm as part of the 75th anniversary concert series. Freewill offering and reception follow.

NOVEMBER ECUMENICAL EVENTS

Don't forget the previously announced celebration of an agreement between Lutherans and Episcopalians, "Interim Sharing of the Eucharist", to be held November 26 at St. Mark's Cathedral, Seattle, at 4 pm. Preacher for the occasion will be KRISTER STENDAHL, retired Bishop of Stockholm, now associated with Harvard Divinity School.

On November 27 a follow-up event at PLU will occur at 4 pm with a workshop, and a public lecture at 7:30 pm by Bishop Stendahl on the future of Lutheran-Episcopal relations.

BRASS AND BELLS OF CHRISTMAS

The senior handbell choir of Faith Lutheran in Redmond will join the Washington Brass Ensemble for a concert of festive Christmas holiday music on December 3, 7:30 pm, Kane Hall, University of Washington. To order tickets call 821-1841 or 728-2787.

AM AHL AND THE NIGHT VISITORS

Kingsplayers will present "Amahl" in the chapel of LBI on December 16 at 7 p.m. Tickets are \$5.00/person if purchased by December 10, or \$10.00 thereafter, and may be purchased at Faith Lutheran, Redmond, by calling 885-1810.

ASIAN ADVENT PROGRAM & POTLUCK

A special Asian Advent Program and potluck will occur on Dec. 17 at Central Lutheran, Everett. The 4 pm program will be conducted in Vietnamese, but will be designed for people of all languages.

PRESIDENT-DIRECTOR, CHURCH COUNCIL OF GREATER SEATTLE

The Church Council of Greater Seattle, a dynamic, experienced local ecumenical network, is accepting applications for the position of President-Director. Minimum qualifications: degree in theology or divinity from accredited school; experience in interracial/intercultural community; management experience; excellence in communication. For application write or call:

Search Committee
Church Council of Greater Seattle
4759 - 15th Avenue NE
Seattle, WA 98105
(206) 525-1213

Application deadline: January 15, 1990

LONG-TERM POSITIONS AT HOLDEN VILLAGE

Holden Village is seeking applicants for the following long-term positions: Carpenter, Head Cook, Nurse, Village Pastor, Plumber, Printer, Program Associate, Editor & Secretary. These positions all include a need-based stipend, room and board, full dental/medical coverage, and vacation time. Anyone interested in a job description and more information may write to Pam Holsinger-Fuchs, Staff Coordinator, Holden Village, Chelan, WA 98816.

PLTS PROFESSOR OF HOMILETICS

The Office of the President at PLTS is seeking nominations and applications for a faculty position, Professor of Homiletics, to begin September, 1990. Women and persons of color or language other than English are especially encouraged to apply. Deadline to apply Jan. 15, 1990.

Send dossier information to:

Office of the President
Pacific Lutheran Theological Seminary
2770 Marin Avenue
Berkeley, CA 94708
(415) 524-5264

THIEL COLLEGE SEEKS NEW PRESIDENT

Thiel College in Greenville, PA, is seeking applicants for a new president. Candidates must be members of the Lutheran Church, with sensitivity for the unique dimensions and role of a church-related liberal arts college in contemporary society. Send resumes to John N. Mouganis, Chair, Search Committee and Board of Trustees, Thiel College, Greenville, PA 16125; (412) 589-2300.

CONTINUING EDUCATION OPPORTUNITIES

PASTORAL CARE WORKSHOP

Staff chaplains from Swedish Hospital, Seattle, will lead a workshop combining presentations on various aspects of medical and spiritual care by hospital professionals with hands-on visiting and group role play and discussion. The intensive nature of the 36-hour workshop makes it useful for the experienced as well as the beginner, clergy as well as laity. The dates (mornings only) are January 22-24, 29-31, and February 5-7.

Sponsored by the Church Council of Greater Seattle, the workshop will be held at First Presbyterian Church, 1013-8th Ave., Seattle. For further information, call the Church Council at 525-1213, or Swedish Hospital, 386-2082.

INTERIM COURSE FOR LAITY AT PLU

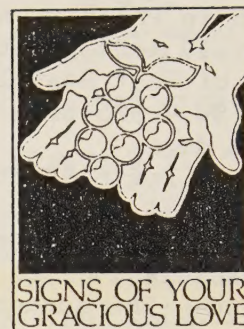
Co-sponsored by LITE and PLU, laity and interested clergy are invited to take an interim course called "The Future of Creation", January 8-31, Monday-Thursday, 6:30-9:30 pm. The course will pursue "peace on earth" by examining the Christian understanding of earth and cosmos as God's creation, with an eye to its implications for natural science, environmental ethics, nuclear war, and a creation-honoring spirituality. The instructor is Dr. Ted Peters from PLTS, a dynamic classroom teacher with a good sense of humor. Call the LITE office for registration forms; 535-7342.

PARTNERS FOR NURTURE ANNUAL WORKSHOP

Congregations have received registration materials for the 10th annual Christian education conference, "Partners for Nurture." This popular conference will be held January 27, 1990 at LBI, and offers something for everyone in the Christian education field. A bargain at \$12.00 per person. Sign up today!

YOUTH MINISTRY TRAINING EVENT

Watch for registration information for this event on January 22-24 at the LOMA Center for Renewal in Issaquah. This regional event is designed for adults who work with youth, including pastors, Sunday School teachers, youth workers, and parents. Dr. Keith Olson, author of Counseling Teenagers and Their Families, will be the keynoter. Cost is \$90/person.



STEWARDSHIP NOTES

by Bob Armstrong

One of the things of which I was guilty in the parish was not thanking people for what they did. I was afraid that I would forget someone, and then the situation would be worse than if I said nothing.

Consider making your thanks in the form of what the congregation is able to do because of what people are giving.

Start with the giving of dollars: because of you, we are helping support over 500 missionaries through the world; because of you, we are helping to support 29 colleges in the ELCA; because of you, we support over 300 social service agencies (at this point you might want to name some local ones). Try to keep it personal by naming names when possible.

Move into your parish: because of you, we have educational material; because of you, we have heat and lights; because of you, we have a pastoral ministry.

Then begin to highlight what people are doing: because of you, we have a choir; we have church school teachers. How many people are involved in your congregation being able to have worship--ushers, greeters, lay assistants, altar guild, etc. State the number.

Let's build on the positive. No matter how bad off things may seem, there are still a lot of good things happening. Like the old saying, "Is your cup half full, or is your cup half empty?" How you look at it makes all the difference in the world.

STEWARDSHIP IS EVERYTHING I DO
AFTER I SAY I BELIEVE.

The following news briefs were extracted from LRC Newsbriefs published by the Lutheran Resources Commission, Five Thomas Circle, N.W., Washington, DC 20006.

RICH-POOR INCOME GAP HITS POST-WAR HIGH

Disparities between the incomes of the rich and the poor and between those of the rich and the middle class have reached their highest point since the end of World War II, according to an analysis of Census data conducted by the Center on Budget and Policy Priorities. The Center also noted that the nation's poverty rate and the income of the typical U.S. household showed no significant improvements in 1988, despite the six-year economic recovery the country has enjoyed. In releasing the analysis, Center Director Robert Greenstein emphasized the the economic benefits of the recovery are disproportionately going to those at the top of the income spectrum and missing many at the bottom.

For more info, order 1988 Poverty Analysis (\$3 prepaid) from Center on Budget and Policy Priorities, 236 Massachusetts Ave., N.E., Ste. 305, Washington, DC 20002; (202) 544-0591.

CENSUS BUREAU TO TAKE SPECIAL COUNT OF HOMELESS

To gain demographic, social, and economic data on selected components of the homeless population, the Census Bureau will have representatives on the streets of cities and towns at night to count those in emergency shelters and in open areas not meant for overnight inhabitants. The night-time count will be made from 6 p.m. March 20 to 6:30 a.m. the following day. Persons or agencies that run shelters or do other work with the homeless are being asked to pass their information on to the Census Bureau. Contact Cynthia Taeuber, Population Division, Bureau of the Census, Washington, DC 20233; (301) 736-7883.

"HELPING THE HOMELESS IN YOUR COMMUNITY"

The Homelessness Information Exchange released last month a new guide to ideas and resources that can be used to meet the diverse needs of the homeless in local communities. The publication suggests ways that concerned citizens can mount educational and advocacy campaigns to benefit the homeless, build coalitions on their behalf, and serve as volunteers to combat the problem. Other sections of the publications describe print and video materials on homelessness and resource organizations. \$10 prepaid. Order from Homelessness Information Exchange, 1830 Connecticut Ave., N.W., 4th Fl., Washington, DC 20009; (202) 462-7551.

WAIVERS HELP NONPROFITS OBTAIN HUD PROPERTY ACQUIRED THROUGH FHA FORECLOSURES

Secretary of Housing and urban Development, Jack Kemp, has changed the Federal Housing Administration single-family property disposition program to enable nonprofit organizations to acquire property more easily. In the sales program, HUD will increase the number of nonprofit organizations eligible to purchase foreclosed homes with a 10% discount from fair market value. The department will no longer limit eligibility for direct sales to entities that receive some form of federal, state, or local funding. Any qualified tax-exempt organization will now be eligible to make the purchases. Provisions of the \$1-a-year lease program for FHA-acquired homes have also been changed to incorporate suggestions from those serving the homeless. Up to 10% of all FHA-acquired properties ... will be available for lease to serve the homeless. For information, contact the Interagency Council on the Homeless, 451-7th St., S.W., Rm. 7274, Washington, DC 20410; (202) 755-1480.

HOTEL CHAIN RECRUITS HOMELESS

Days Inns, one of the larger hotel firms in this country, has begun to seek employees among the homeless. In addition to their wages, homeless individuals hired receive lodging at \$10/night in a hotel owned by a Days franchisee. The firm pays

half of the charge, and the employee's half is deducted from pay. Employees must also save portions of their wages until they have accrued downpayments on housing. For information, write to Days Inns of America, Inc., 2751 Buford Hwy., N.E., Atlanta, GA 30324.

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Seattle, WA 98103-5899

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ADDRESS CORRECTION REQUESTED

C A L E N D A R

Nov

- 16-17 Multiple Staff Workshop, LBI
- 18-20 ELCA Church Council, Chicago
- 18 Leadership Support Committee,
Trinity, Lynnwood, 9 am
- 20 Evangelism Committee, 7:30 pm, Seattle
- 24-26 Regional Youth Gathering, Seattle
- 23-24 SYNOD OFFICE CLOSED
- 26 Lutheran/Episcopal Eucharist, 4 pm,
St. Mark's Cathedral, Seattle,
- 27 Krister Stendahl workshop, PLU, 4 pm
Public lecture, 7:30 pm
- 28 Personnel Committee, 9 am, St. John
Amthictyonic Union (Seatac cluster),
11:30 am, Glendale, Seattle
World Hunger Committee, 7:30 pm,
Christ, Edmonds

Dec

- 5 Cluster Deans meet with Bishop,
St. John, Seattle, 10 am
- 8-10 Regional Coordinating Council and
ELCA Finance Consultation
- 18 Finance Committee, 6 pm,
Prince of Peace, North Seattle

Hewlett Library
Graduate Theological Union
2400 Ridge Road
Berkeley, CA 94709



NOVEMBER '89

CALLS ACCEPTED	LP=Lead Pastor	A=Associate	Y=Youth Pastor
Grant G. Gard (Int A)	Holy Trinity, Mercer Island		09/17/89
Douglas B. Lindsay	Denny Park, Seattle		01/08/89
Stephen J. Olson (A)	Sammamish Hills, Redmond		12/16/89
AIM APPOINTMENT			
Rick Goudzwaard	St. Luke Medical Center		09/15/89
INSTALLATION			
Terry C. Thomas	Faith, Redmond		10/22/89
ORDINATIONS			
(none this month)			
RESIGNATION			
Stephen J. Olson	Salem, Mt. Vernon		12/15/89
RETIREMENT			
Maynard H. Kragthorpe	Magnolia, Seattle		09/01/89
TRANSFERS IN/OUT OF SYNOD			
Richard E. Graef (retired)	from Indiana-Kentucky Synod		
Randolph F. Hahn (retired)	from Pacifica Synod		
CONGREGATIONS IN CALL PROCESS			
CP=Congregational Profile			
Bainbridge Island, Bethany (A)	NV	Wayne Erickson, Pastor	
Everett, Bethany Home of NW			
(second Chaplain)			
Ferndale, Christ	NV	Jo Ann Beaumont, Admin	
Kenmore, Northlake	C	Robert Johnson, Pastor	
Seattle, Calvary	CP	Sonja Johnson, Int	
Seattle, Foss Home	NV	Robert Scott, Pastor	
(Dir of Pastoral Care)	NV	Joe Breznau, Admin	
Seattle, University	NV	D. Lothar Pietz, Int	

"Managing The Gifts Of God's People"

- Builds on last year's workshop
- Taking a new look at time and talents
- Accomplishing important ministry goals
- Stopping member and clergy burnout
- Involving and mobilizing more people

Marlene Wilson

Lecturer and Author. Nationally recognized authority in volunteer and staff management in churches and non-profit organizations.

January 12-13, 1990
Lutheran Bible Institute, Issaquah, Washington

Cost: \$65.00/ person (\$55.00 by Dec 15)

Discounts for groups of 2 and also 3 or more people. Lodging available!

Write or Call toll-free for more details and registration: 1-800-843-5659 or 392-0400 (Issaquah).

